

# ENGAGING IN INCLUSIVITY



IGD STAGE 3:

## Difficult Conversations

### ENGAGE and EXAMINE

Make **space** and **time** to **engage**.  
**Examine** sources of **biases** and **assumptions**.  
**Negotiate** learning.

### COMMUNICATE

#### EXPRESS

Be vulnerable enough to **share** your **experiences** and **mistakes**.  
Express emotions **honestly**.

#### INQUIRE

Seek to **understand** others' perspectives through **respectful questions** and **challenges** to thinking.

#### LISTEN

Listen for the **new ways** to **recognize** our own challenges.

### GET MOTIVATED

Get motivated to **change** and **bridge** differences.  
Who, how, and what can help **bridge divides** we experience and see?

### BUILD BRIDGES

#### AWARENESS

Establish a **communication process** for **newness** and **difference**.

#### POSITIVITY

Display a **welcoming nature** (and mean it). Be willing to **help** and **appreciate** differences.

#### RELATIONSHIPS

We build friendships through **time** and **space**. Inclusivity requires the same. Be sure to **continually check in**.

#### SKILLS

Invite **conversation** by sharpening skills in **empathy**, **active thinking**, and **openness** to multiple perspectives.

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